

STAT

STAT

DDA

OLL 85-0304  
25 January 1985

MEMORANDUM FOR THE RECORD

SUBJECT: 9.6 Overseas Pay Premium

1. Attached hereto are letters of notification to the Chairmen of HPSCI, HAC, SSCI and SAC signed by the Executive Director, CIA regarding the Agency's intention to modify guidelines concerning the 9.6 overseas pay premium.

2. The contents of this letter were coordinated with and approved by key staffers on each of the Committees. The following informal meetings were held:

16 January - Duane Andrews, HPSCI and [ ] OLL  
? January - Keith Hall, SSCI and [ ] O/Compt  
? January - Ed Swoboda, SAC Defense Subc. and  
Danny Childs, COMPT  
22 January - Jim Van Wagenen, HAC Defense Subc. and  
[ ] DD/OP; [ ] O/Compt  
and [ ] OLL

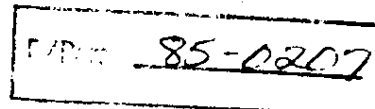
Distribution:

1 - [ ] Subject  
1 - [ ] Chrono  
1 - OLL Record ✓  
1 - OLL Chrono

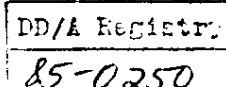
OLL:LD [ ] aw (25 January 1985)

SECRET  
Central Intelligence Agency

Washington, D.C. 20505



24 JAN 1985



The Honorable Edward P. Boland  
Chairman  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, ( ) as of 20 December 1984) who serve overseas for one or two tours to meet unique Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. ( )

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be

SECRET

The Honorable Edward P. Boland

25X1 in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible.

25X1 Adoption of these criteria will increase the cost of overseas pay by approximately  per annum. We do not anticipate a significant increase  
25X1 in this cost over the next several years. We propose to make this  
25X1 modification effective 1 February 1985.

Sincerely,

25X1   
Executive Director

cc: The Honorable Dave Durenberger  
Chairman, SSCI

The Honorable Joseph Addabbo  
Chairman, HAC

The Honorable Ted Stevens  
Chairman, SAC

25X1 OP/PMCD/C&CPB  (3 Jan 1985)

DISTRIBUTION:

Original - Mr. Boland, Chairman, HPSCI  
Original - Mr. Durenberger, Chairman, SSCI  
Original - Mr. Addabbo, Chairman, HAC  
Original - Mr. Stevens, Chairman, SAC  
1 - Executive Registry  
2 - DDA  
1 - OLL  
1 - D/OP  
1 - DD/PA&E  
1 - PMCD

SECRET  
Central Intelligence Agency



Washington, D.C. 20505

Executive Order 11652

364

24 JAN 1985

The Honorable Dave Durenberger  
Chairman  
Select Committee on Intelligence  
United States Senate  
Washington, D.C. 20510

Dear Mr. Chairman:

25X1 Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, [redacted] as of 20 December 1984) who serve overseas for one or two tours to meet unique Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. [redacted]

25X1

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be



SECRET

The Honorable Dave Durenberger

25X1 in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible.

25X1 Adoption of these criteria will increase the cost of overseas pay by approximately  per annum. We do not anticipate a significant increase in this cost over the next several years. We propose to make this  
25X1 modification effective 1 February 1985.

Sincerely,

25X1   
Executive Director

cc: The Honorable Edward P. Boland  
Chairman, HPSCI

The Honorable Joseph Addabbo  
Chairman, HAC

The Honorable Ted Stevens  
Chairman, SAC

25X1 OP/PMCD/C&CP  (3 Jan 1985)

DISTRIBUTION:

Original - Mr. Boland, Chairman, HPSCI  
Original - Mr. Durenberger, Chairman, SSCI  
Original - Mr. Addabbo, Chairman, HAC  
Original - Mr. Stevens, Chairman, SAC  
1 - Executive Registry  
2 - DDA  
1 - OLL  
1 - D/OP  
1 - DD/PA&E  
1 - PMCD



Washington, D.C. 20505

Executive Order

364/1

24 JAN 1985

The Honorable Joseph Addabbo  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

25X1 Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, [redacted] as of 20 December 1984) who serve overseas for one or two tours to meet unique Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. [redacted]

25X1

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be

25X1

SECRET

SECRET

The Honorable Joseph Addabbo

25X1 in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible.

25X1 Adoption of these criteria will increase the cost of overseas pay by  
25X1 approximately  per annum. We do not anticipate a significant increase  
25X1 in this cost over the next several years. We propose to make this  
modification effective 1 February 1985.

Sincerely,

25X1   
Executive Director

cc: The Honorable Edward P. Boland  
Chairman, HPSCI

The Honorable Dave Durenberger  
Chairman, SSCI

The Honorable Ted Stevens  
Chairman, SAC

25X1 OP/PMCD/C&CPB  (3 Jan 1985)

DISTRIBUTION:

Original - Mr. Boland, Chairman, HPSCI  
Original - Mr. Durenberger, Chairman, SSCI  
Original - Mr. Addabbo, Chairman, HAC  
Original - Mr. Stevens, Chairman, SAC  
1 - Executive Registry  
2 - DDA  
1 - OLL  
1 - D/OP  
1 - DD/PA&E  
1 - PMCD

SECRET

SECRET  
Central Intelligence Agency



Washington, D.C. 20505

Executive Registry

105-

364/2

24 JAN 1985

The Honorable Ted Stevens  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
United States Senate  
Washington, D.C. 20510

Dear Mr. Chairman:

25X1 Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, [redacted] as of 20 December 1984) who serve overseas for one or two tours to meet unique Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. [redacted]

25X1

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be



SECRET



The Honorable Ted Stevens

25X1 in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible.

25X1 Adoption of these criteria will increase the cost of overseas pay by approximately  per annum. We do not anticipate a significant increase in this cost over the next several years. We propose to make this  
25X1 modification effective 1 February 1985.

Sincerely,

25X1   
Executive Director

cc: The Honorable Edward P. Boland  
Chairman, HPSCI

The Honorable Dave Durenberger  
Chairman, SSCI

The Honorable Joseph Addabbo  
Chairman, HAC

25X1 OP/PMCD/C&CPE  (3 Jan 1985)

DISTRIBUTION:

Original - Mr. Boland, Chairman, HPSCI  
Original - Mr. Durenberger, Chairman, SSCI  
Original - Mr. Addabbo, Chairman, HAC  
Original - Mr. Stevens, Chairman, SAC  
1 - Executive Registry  
2 - DDA  
1 - OLL  
1 - D/OP  
1 - DD/PA&E  
1 - PMCD

DD/A 1001947

85-0236

## ROUTING AND RECORD SHEET

85-0207

SUBJECT: (Optional)

OVERSEAS PAY

FROM:

Robert W. Magee  
Director of Personnel  
6N20

EXTENSION

NO.

DATE

JAN 18 1985

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Deputy Director for  
Administration  
7D-18 Headquarters

22 JAN 1985

2.

DD/OLL

23 JAN 1985

ESF

Attached are letters to HPSCI, SSCI, HAC, and SAC regarding our proposed modification of the qualifying criteria for overseas premium pay.

3. Director/Office of  
Legislative Liaison  
7B-24 Headquarters

23 JAN 1985

CAB

4.

5. Executive Registry  
6E29-14 Headquarters

23 JAN 1985

O

6.

7. Executive Director

GT

8.

9.

D/OLL

24 JAN 1985

CAB

10.

DD/OLL

24 JAN 1985

11.

[Redacted]

JW 25 JAN

12.

13.

14.

15.

Robert W. Magee

ILLEGIB